



COLLEGE OF ARTS AND SCIENCES **LAMAR UNIVERSITY**

Department of Sociology, Social Work & Criminal Justice

POST-TENURE GUIDELINES

This policy is to establish the post-tenure guidelines for the Department of Sociology, Social Work, Criminal Justice, & Anthropology at Lamar University.

Post-Tenure Review Process

In accordance with MAPP 02.02.37, every tenured faculty member with less than a .5 FTE administrative appointment will undergo a comprehensive performance evaluation every fifth year after receiving tenure. Additionally, tenured faculty members may request a post-tenure review during any year.

All faculty in the Department of Sociology, Social Work, Criminal Justice, & Anthropology will participate in post-tenure reviews regardless of the candidate's rank.

Standards of Performance

Professionalism

All faculty are expected to adhere to the TSUS Code of Conduct in all areas. Additionally, faculty are expected to adhere to the ethical standards established by their discipline. Faculty members are expected to work collaboratively and cooperatively with all colleagues in the department and across the university.

Teaching

Excellent teaching of undergraduate and graduate students is expected of tenured faculty members. All tenured faculty members should average a 3.0 or better over the span of the five-year review cycle in the chair's F2.08 evaluation of teaching and have positive peer evaluations annually.

Research

Sustained scholarly accomplishment is expected of all tenured faculty and may take the form of peer-reviewed research/publications or other scholarly work such as community-engaged or applied research. Research and scholarly activities work must reflect an organized intellectual agenda and be subjected to peer review, publicly disseminated, and sustained. All tenured faculty members should average a 3.0 or better over the span of the five-year review cycle in the chair's F2.08 evaluation of research.

Service

Participation in service at the Department, College, and University levels, in professional associations at regional, state, and/or national levels, and/or to the community is expected of all tenured faculty members. All tenured faculty members are expected to average a 3.0 or better over the span of the five-year review cycle in the chair's F2.08 evaluation of service.

Faculty Review Portfolio

For post-tenure review, faculty dossiers must include the following:

- Curriculum Vitae
- F2.08 summary scores and chair review letters for the entire review cycle

Teaching, research, and service narratives are not required, but faculty can submit if they like. Faculty can also submit additional supplementary materials and supporting documents if they choose.